

Survey of Charter City Compensation:
City Managers

Charter City	Population	Base Salary	Total Cost	Notes
Adelanto	23,418	\$210,000	\$261,962	
Alameda	74,900	\$250,000	\$285,698	
Albany	17,500	\$171,120	\$213,515	
Alhambra	88,900	\$213,250	\$226,152	
Anaheim	337,400	\$261,891	\$279,279	
Arcadia	55,500	\$214,032	\$286,508	
Bakersfield	295,893	\$222,144	\$305,547	
Bell				
Berkeley	102,743	\$241,118	\$339,815	
Big Bear Lake	5,875	\$185,000	\$242,889	Paid \$12,000 for housing; \$36,000 for exec dir. of Improvement Agency
Buena Park	82,452	\$237,937	\$334,405	\$10,886 for education pay; \$12,092 for longevity pay; \$5,467 for unused sick leave
Burbank	104,500	\$217,780	\$240,000 approx	
Carlsbad	98,607	\$217,200	\$238,149	\$600 for exec director of Redev Commission and Water District
Cerritos	51,488	\$235,950		
Chico	105,975	\$190,000	\$271,814	
Chula Vista	227,723	\$225,800	\$242,962	
Compton	97,000	\$185,000	\$219,584	
Culver City	40,250	\$286,220	\$295,354	
Cypress	49,284	\$216,229	\$304,691	\$426 for sick leave buyout
Del Mar	4,500	\$180,000	\$242,875	
Desert Hot Springs	19,386	\$216,998	\$285,406	
Dinuba	21,237	\$147,912	\$163,932	
Downey	117,607	\$220,480	\$292,995	
El Centro	41,030	\$185,496	\$204,457 plus	
Eureka	26,100	\$138,500	\$142,700	No health insurance due to budget reductions
Exeter	10,357	\$116,000	\$116,900	
Folsom	63,800	\$202,270	\$232,012	\$3,600 for "Cash Allowance, Expenses"
Fortuna	10,900	\$108,000	\$138,474	
Fresno	486,171	\$116,647	\$284,586	\$163,274 in retirement payout
Gilroy	48,527	\$149,670	\$209,557	
Glendale	207,000	\$245,316	\$251,196	
Grass Valley	12,000	\$140,062	\$167,478	
Hayward	146,027	\$198,012	\$222,851	
Huntington Beach	197,000	\$247,208	\$292,624	\$200,000 home loan
Indian Wells	4,400	\$262,500	\$359,149	City pays employee's PERS cost
Industry	800			
Inglewood	112,580		\$272,484	
Irvine	209,806	\$250,307	\$349,317	\$7,509 Incentive Pay
Irwindale	1,490	\$162,819	\$238,659	
Kingsburg	11,237	\$123,600	\$137,696	
Lancaster	143,000	\$274,208	\$343,386	
La Quinta	36,145	\$240,000	\$262,380	
Lemoore	24,818	\$130,056	\$141,358	Annual 80 hours of "admin leave"
Lindsay	11,031	\$143,353		
Loma Linda	20,150	\$175,000	\$230,937	Annual 80 hours of "admin leave"
Long Beach	491,564	\$235,000	\$263,788	6 months severance pay
Los Alamitos	11,800	\$126,248	\$153,748	
Los Angeles	3,926,000	\$256,803	\$276,128	
Marina	19,650	\$220,000	\$311,848	\$58,120 for vacation and leave
Marysville	12,500	\$107,936		10% payout in 2009
Merced	73,610	\$175,087	\$192,161	
Modesto	208,107		\$248,175	
Monterey	30,800	\$283,610	\$324,354	\$10,006 for longevity pay; \$29,152 vacation buyout
Mountain View	72,200	\$258,334	\$283,900	
Napa	77,000	\$201,096	\$237,704	\$200,000 home loan
Needles	5,807	\$126,600		
Newport Beach	80,000	\$225,000	\$291,751	
Norco	27,361	\$147,211	\$180,289	
Oakland	412,200			

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Oceanside	179,681	\$223,345	\$228,145	
Oroville	13,250	\$114,268	\$153,604	
Pacific Grove	15,550			
Palm Desert	49,539	\$219,294	\$226,494	
Palm Springs	44,000	\$248,065	\$261,565	
Palmdale	151,346	\$244,304		
Palo Alto	62,000	\$229,780		\$1.5 M to buy house + \$500,000 home loan
Pasadena	142,200	\$266,000		\$1,000 personal development allowance
Petaluma	56,727	\$204,776	\$264,282	
Piedmont	11,150		\$195,987	
Placentia	50,323	\$183,264		City buys back 80 hours of unused vacation
Pomona	156,500	\$216,347	\$247,991	
Port Hueneme	22,500	\$162,803	\$214,304	
Porterville	51,863	\$132,120	\$148,720	
Rancho Mirage	17,057	\$242,778		
Redondo Beach	66,500	\$211,116	\$254,005	\$7,421 for unused sick/vacation time; \$25,334 "longevity pay"
Redwood City	76,000	\$238,919	\$255,228	
Richmond	101,400	\$257,688	\$305,200	
Riverside	300,000	\$289,864	\$419,254	\$72,000 PERS contribution
Roseville	106,266	\$237,000	\$274,600	
Sacramento	467,343	\$225,749	\$257,493	
Salinas	150,300	\$204,996	\$278,370	
San Bernardino	194,100			
San Diego	1,305,736		\$273,870	
San Francisco	744,230	\$245,959	\$250,739	
San Jose	1,000,007	\$239,424	\$304,206	
San Leandro	81,400	\$199,184	\$282,573	
San Luis Obispo	44,350	\$221,520	\$307,375	
San Marcos	83,149	\$242,652	\$388,885	\$87,491 PERS contribution
San Mateo	93,700	\$222,706	\$242,903	
San Rafael	58,047	\$185,680	\$292,977	
San Ramon	58,035	\$285,120	\$354,559	\$57,144 "Incentive Pay"
Sand City	30,000	\$172,686	\$195,916	
Santa Ana	347,200	\$262,272	\$307,156	
Santa Barbara	90,500	\$220,162	\$296,343	
Santa Clara	117,242	\$307,563	\$321,533	Salary reduced by 10% in 2010
Santa Cruz	57,553	\$197,455	\$243,417	
Santa Maria	92,542	\$213,279	\$245,647	
Santa Monica	89,300			
Santa Rosa	155,500			
Santee	56,848	\$202,016	\$214,429	
Seal Beach	24,157	\$223,380	\$274,344	
Shafter	14,113	\$164,208	\$182,599	3% payment bonus to all employees
Signal Hill	11,089	\$202,039	\$240,372	
Solvang	5,450	\$144,997	\$194,592	\$3,000 for housing
Stockton	289,927			
Sunnyvale	137,538	\$250,000	\$311,839	\$900,000 home loan @ .769% interest 5 yrs, 2.769% after
Temple City	34,700	\$195,000	\$260,750	
Torrance	144,400	\$295,218	\$381,680	
Truckee	16,000	\$163,920	\$239,218	
Tulare	51,477	\$160,879	\$197,406	
Vallejo	120,100		\$351,593	
Ventura	780,089	\$174,161	\$185,345	
Vernon	95	\$210,407		
Victorville	106,561	\$249,996	\$276,012	
Visalia	124,000	\$209,375	\$262,886	
Vista	96,089	\$211,546	\$287,438	\$8,136 payout for unused sick/vacation
Watsonville	49,601		\$200,619	
Whittier	86,400	\$249,224	\$277,682	
Woodlake	7,376	\$109,140	\$160,784	